

**TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE**



**FISCAL NOTE**

**HB 1514 - SB 1482**

March 23, 2011

**SUMMARY OF BILL:** Prohibits wage or salary discrimination on the basis of gender. Requires the Department of Labor and Workforce Development (LWFD) to enforce pay equity in the workplace for claimants not protected under federal law. Authorizes the Tennessee Economic Council on Women (TECW) to study the extent of wage disparities and provide training on the issue of pay equity.

**ESTIMATED FISCAL IMPACT:**

**Increase State Expenditures – \$24,500/One-Time  
\$213,900/Recurring**

**Assumptions:**

- The Department of Labor and Workforce Development will require three additional inspectors to investigate wage disparity and one additional administrative assistant to handle complaints and assist inspectors. An increase in recurring state expenditures of \$213,919 (\$135,762 salaries + \$52,997 benefits + \$25,160 operational). One-time expenditures associated with these four positions will be \$24,500 (computers, software, and communications).
- According to the Secretary of State, any increase in expenditures for the Economic Council on Women will be not significant.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink, reading "James W. White".

James W. White, Executive Director

/jaw